
Virginia's Funeral Service Provider Workforce: 2017

Healthcare Workforce Data Center

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776 funeral service providers voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Funeral Directors and Embalmers express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Funeral Service Provider Workforce: At a Glance:

The Workforce

Licensees:	1,557
Virginia's Workforce:	1,239
FTEs:	1,263

Background

Rural Childhood:	56%
HS Diploma in VA:	74%
Prof. Degree in VA:	51%

Current Employment

Employed in Prof.:	87%
Hold 1 Full-time Job:	76%
Satisfied?:	96%

Survey Response Rate

All Licensees:	50%
Renewing Practitioners:	53%

Education

Associate:	77%
Baccalaureate:	14%

Job Turnover

Switched Jobs:	3%
Employed over 2 yrs.:	80%

Demographics

Female:	26%
Diversity Index:	41%
Median Age:	53

Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	47%
Under 40 w/ Ed debt:	41%

Time Allocation

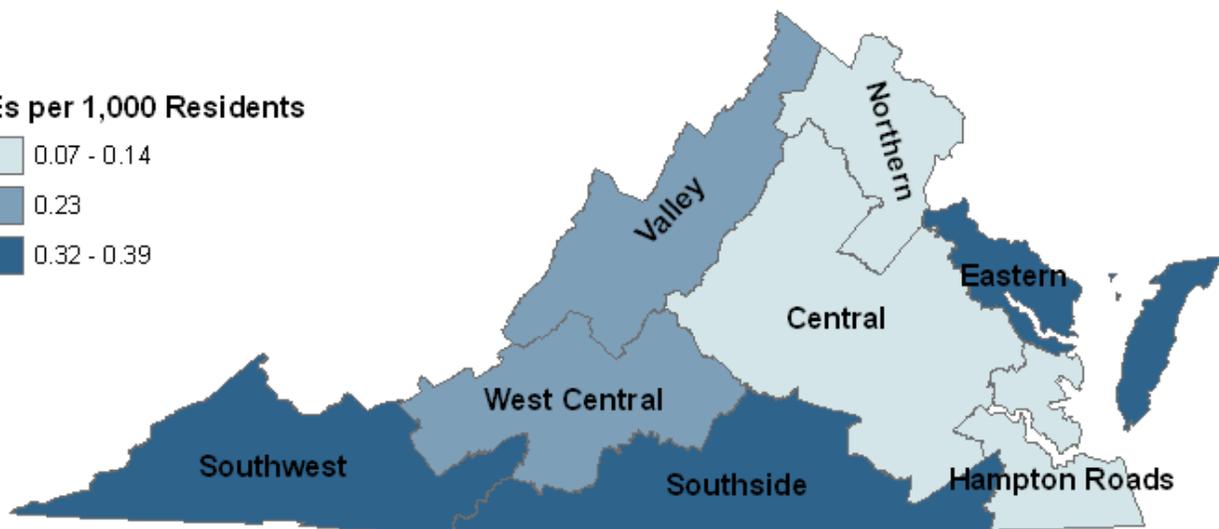
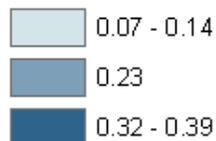
Client Care:	40-49%
Administration:	30-39%
Client Care Role:	27%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



776 funeral service providers (FSP) voluntarily took part in the 2017 Funeral Service Provider Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for FSPs. These survey respondents represent 50% of the 1,557 FSPs who are licensed in the state and 53% of renewing practitioners.

The HWDC estimates that 1,239 FSPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an FSP at some point in the future. During the past year, Virginia's FSP workforce provided 1,263 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

26% of all FSPs are female, including 46% of those FSPs who are under the age of 40. In a random encounter between two FSPs, there is a 41% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, there is a 56% chance that two randomly chosen people would be of different races or ethnicities.

56% of all FSPs grew up in a rural area, but only 9% of these professionals currently work in non-Metro areas of the state. Overall, 25% of Virginia's FSPs work in non-Metro areas of the state. Meanwhile, 74% of Virginia's FSPs graduated from high school in Virginia, and 51% earned their initial professional degree in the state. In total, 80% of the state's FSPs have some educational background in the state.

77% of all FSPs hold an Associate's degree as their highest professional degree, while another 14% have earned a Bachelor's degree. 21% of FSPs currently carry educational debt, including 41% of those under the age of 40. The median debt burden for those FSPs with educational debt is between \$20,000 and \$30,000.

87% of FSPs are currently employed in the profession. 76% of Virginia's FSP workforce hold one full-time position, while another 11% hold two or more positions simultaneously. In addition, 50% of all FSPs work between 40 and 49 hours per week, while 15% work at least 60 hours per week. 80% of FSPs have been at their primary work location for more than two years, while 3% have switched jobs at some point in the past year.

The typical FSP earned between \$50,000 and \$60,000 last year. In addition, 75% of all FSPs who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 59% who receive health insurance. 96% of FSPs are satisfied with their current employment situation, including 79% who indicated they are "very satisfied".

20% of all FSPs work in Hampton Roads, while another 17% each work in Central Virginia and Northern Virginia. 95% of all FSPs work in the for-profit sector, while another 3% work in either a state or local government. Funeral establishments employ 56% of Virginia's FSP workforce, while another 32% work for a funeral establishment with a crematory.

A typical FSP spends between 40% and 49% of his time treating patients and another 30% to 39% of his time performing administrative tasks. 27% of all FSPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Another 23% of Virginia's FSP workforce serve an administrative role.

21% of FSPs expect to retire by the age of 65. 7% of the current FSP workforce expect to retire in the next two years, while half of the current workforce expect to retire by 2042. Over the next two years, 8% of Virginia's FSPs are planning to pursue additional educational opportunities, while 7% plan on increasing patient care activities.

Summary of Trends

In 2016, relatively few funeral service providers (FSP) participated in the FSP survey. Only 37% of the state's licensed FSPs took part in this survey. However, the percentage increased to 50% in 2017. A similar jump occurred in the response rate of the state's renewing practitioners. While only 39% of renewing practitioners completed the survey in 2016, 53% did so in 2017.

While the survey response rate increased significantly in 2017, the number of licensed FSPs in the state actually fell slightly during the year from 1,564 to 1,557. A similar decline occurred with the state's FSP workforce. In 2016, 1,253 FSPs worked in Virginia, but this number dropped to 1,239 in 2017. However, although the state's FSP workforce declined in 2017, this workforce still produced more FTEs during the year. Virginia's FSP workforce provided 1,162 FTEs in 2016, but this number increased to 1,263 FTEs in 2017. Given these changes, there was a marked increase in the average number of FTEs provided per FSP over the past year from 0.97 to 1.06. At the same time, the number of FTEs per 1,000 residents in the state increased from 0.139 to 0.151.

Virginia's FSP workforce experienced a significant shift in its age distribution in 2017. For example, the median age of the state's FSP workforce experienced a slight uptick from 52 to 53. In addition, the percentage of the FSP workforce that is under the age of 40 declined from 30% to 21%, while the percentage of FSPs who are age 55 or older increased from 34% to 45%.

The state's FSPs also had a slightly more rural profile in 2017. 18% of all FSPs grew up in an urban area in 2016, but this percentage fell to 16% in 2017. At the same time, the percentage of FSPs who had a rural childhood increased from 51% to 56%. In addition, FSPs who grew up in a non-metro environment were slightly more likely to stay there to practice their profession. For example, 37% of all FSPs who grew up in a rural area currently work in a non-metro area of the state in 2016, and this percentage increased to 38% in 2017. Overall, the total percentage of FSPs who work in a non-metro area of the state increased from 23% to 25% in 2017.

Although there was no change in the median annual income of a FSP who works in Virginia, a typical FSP was less likely to receive an employer-sponsored benefit in 2017. Among FSPs who earn either a salary or an hourly wage at their primary work location, 81% received at least one employer-sponsored benefit in 2016, including 63% who received health insurance. However, only 75% of FSPs received at least one benefit in 2017, including 59% who obtained health insurance from their employer. Meanwhile, the percentage of FSPs who carry education debt increased from 16% to 21%, while the median debt load among those FSPs with education debt increased from \$10,000-\$20,000 in 2016 to \$20,000-\$30,000 in 2017.

Although the percentage of FSPs who are employed in the profession fell from 89% to 87% in 2017, the percentage of FSPs who hold one full-time job increased substantially from 68% to 76%. At the same time, FSPs are far less likely to either work multiple jobs or work at least 60 hours per week. In 2016, 19% of FSPs held two or more positions, but only 11% have multiple positions in 2017. In addition, whereas 18% of FSPs worked at least 60 hours per week in 2016, this percentage fell to just 15% in 2017. Meanwhile, the percentage of FSPs who work between 40 and 49 hours per week increased dramatically from 41% to 50%.

In 2017, Virginia's FSP workforce concentrated slightly more on providing client care services. The typical FSP spent between 30% and 39% of his time on client care services in 2016. However, in 2017, between 40% and 49% of a typical FSP's time was devoted to client care. In addition, the percentage of FSPs who fill a client care role increased from 21% to 27% in 2017.

Virginia's FSPs are also showing signs of delaying their retirement. In 2016, 25% of all FSPs expected to retire by the age of 65, but this percentage fell to just 21% in 2017. Among FSPs who are age 50 or over, this percentage also fell from 15% to 11%. At the same time, the percentage of FSPs who expect to increase their patient care hours rose from 4% to 7%.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,424	91%
New Licensees	51	3%
Non-Renewals	82	5%
All Licensees	1,557	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 53% of renewing FSP submitted a survey. These represent 50% of FSPs who held a license at some point in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	74	87	54%
30 to 34	54	76	59%
35 to 39	83	73	47%
40 to 44	81	107	57%
45 to 49	86	105	55%
50 to 54	87	97	53%
55 to 59	85	94	53%
60 and Over	231	137	37%
Total	781	776	50%
New Licenses			
Issued 4/2016 to 3/2017	33	18	35%
Metro Status			
Non-Metro	157	149	49%
Metro	511	467	48%
Not in Virginia	113	160	59%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed FSPs

Number: 1,557

New: 3%

Not Renewed: 5%

Response Rates

All Licensees: 50%

Renewing Practitioners: 53%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	776
Response Rate, All Licensees	50%
Response Rate, Renewals	53%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2017.
- Target Population:** All FSPs who held a Virginia license at some point between April 2016 and March 2017.
- Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some FSPs newly licensed in the past year.

At a Glance:

Workforce

FSP Workforce: 1,239
 FTEs: 1,263

Utilization Ratios

Licenses in VA Workforce: 80%
 Licenses per FTE: 1.23
 Workers per FTE: 0.98

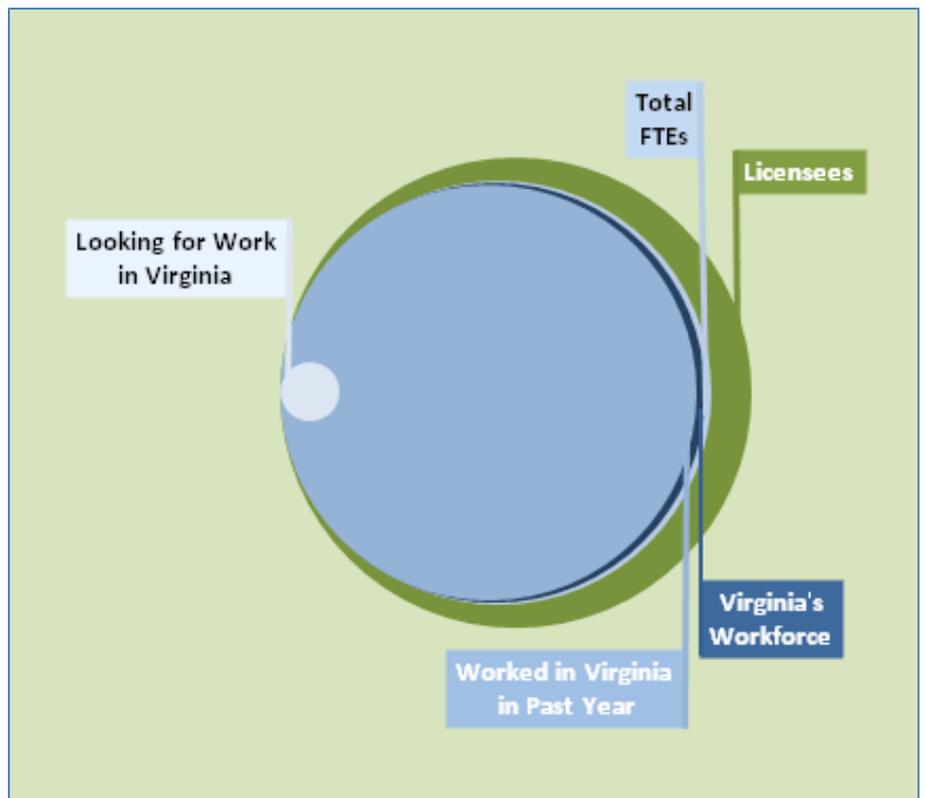
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia’s Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia’s workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's FSP Workforce		
Status	#	%
Worked in Virginia in Past Year	1,213	98%
Looking for Work in Virginia	26	2%
Virginia's Workforce	1,239	100%
Total FTEs	1,263	
Licenses	1,557	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC’s methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	84	60%	56	40%	140	12%
35 to 39	49	47%	56	53%	105	9%
40 to 44	73	62%	45	38%	118	10%
45 to 49	98	69%	45	31%	143	12%
50 to 54	113	75%	37	25%	150	13%
55 to 59	115	79%	32	22%	147	12%
60 to 64	126	91%	13	9%	139	12%
65 +	218	88%	29	12%	247	21%
Total	877	74%	312	26%	1,188	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 26%
 % Under 40 Female: 46%

Age
 Median Age: 53
 % Under 40: 21%
 % 55+: 45%

Diversity
 Diversity Index: 41%
 Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

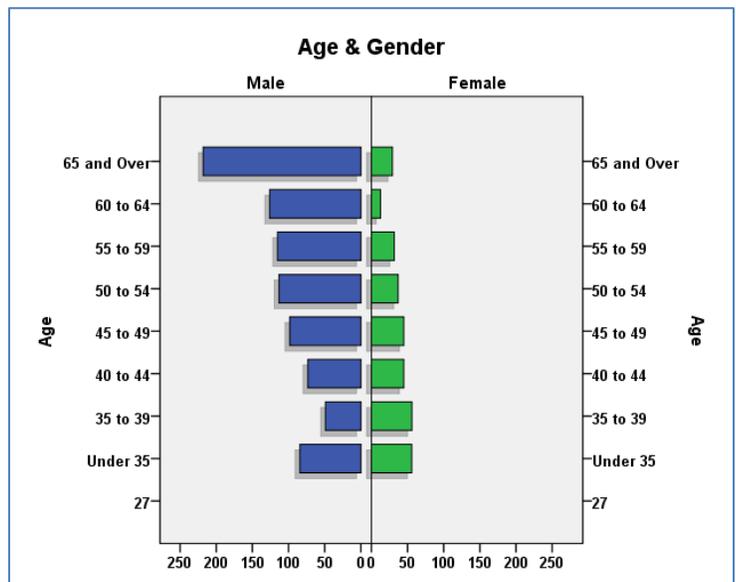
Race & Ethnicity					
Race/ Ethnicity	Virginia*	FSPs		FSPs Under 40	
	%	#	%	#	%
White	63%	898	73%	185	76%
Black	19%	285	23%	40	17%
Asian	6%	2	0%	2	1%
Other Race	0%	4	0%	2	1%
Two or More Races	3%	14	1%	6	2%
Hispanic	9%	19	2%	7	3%
Total	100%	1,222	100%	242	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two FSPs, there is a 41% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

21% of all FSPs are under the age of 40, and 46% of these professionals are female. In addition, the diversity index among FSPs who are under the age of 40 is 39%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
Rural Childhood: 56%

Virginia Background

HS in Virginia: 74%
Prof Ed. in VA: 51%
HS or Prof Ed. in VA: 80%

Location Choice

% Rural to Non-Metro: 38%
% Urban/Suburban to Non-Metro: 9%

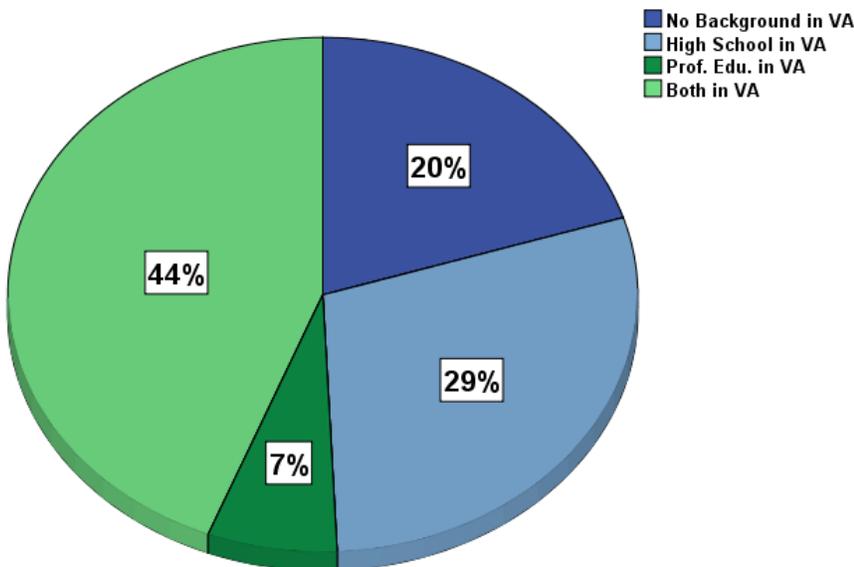
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	36%	42%	22%
2	Metro, 250,000 to 1 million	68%	20%	12%
3	Metro, 250,000 or less	67%	21%	12%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	73%	6%	22%
6	Urban pop, 2,500-19,999, Metro adj	92%	0%	8%
7	Urban pop, 2,500-19,999, nonadj	93%	7%	0%
8	Rural, Metro adj	73%	20%	8%
9	Rural, nonadj	88%	6%	6%
Overall		56%	28%	16%

Source: Va. Healthcare Workforce Data Center

Educational Background



Source: Va. Healthcare Workforce Data Center

56% of FSPs grew up in a rural area, and 38% of this group currently works in non-Metro areas of the state. Overall, 25% of FSPs currently work in non-metro areas of Virginia.

Top Ten States for FSP Recruitment

Rank	All FSPs			
	High School	#	Professional School	#
1	Virginia	892	Virginia	601
2	Maryland	47	Georgia	162
3	New York	40	Ohio	102
4	Pennsylvania	40	Pennsylvania	84
5	West Virginia	21	New York	44
6	North Carolina	20	Maryland	37
7	Ohio	15	Indiana	26
8	Tennessee	12	Tennessee	17
9	California	11	North Carolina	15
10	Georgia	9	Washington, D.C.	15

Source: Va. Healthcare Workforce Data Center

74% of all FSPs earned their high school degree in Virginia, and 51% also received their initial professional degree in the state.

Among FSPs who received their initial license in the past five years, 61% earned their high school degree in Virginia, while 54% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	116	Virginia	101
2	Maryland	10	Pennsylvania	24
3	Pennsylvania	9	Ohio	7
4	Ohio	6	Texas	6
5	North Carolina	5	Georgia	5
6	Georgia	4	New York	5
7	Illinois	4	Maryland	5
8	Kansas	4	Illinois	4
9	West Virginia	3	California	4
10	Puerto Rico	3	Indiana	4

Source: Va. Healthcare Workforce Data Center

20% of Virginia's licensees were not part of the state's FSP workforce. 79% of these licensees worked at some point in the past year, including 65% who worked as FSPs.

At a Glance:

Not in VA Workforce

Total:	317
% of Licensees:	20%
Federal/Military:	5%
Va Border State/DC:	26%

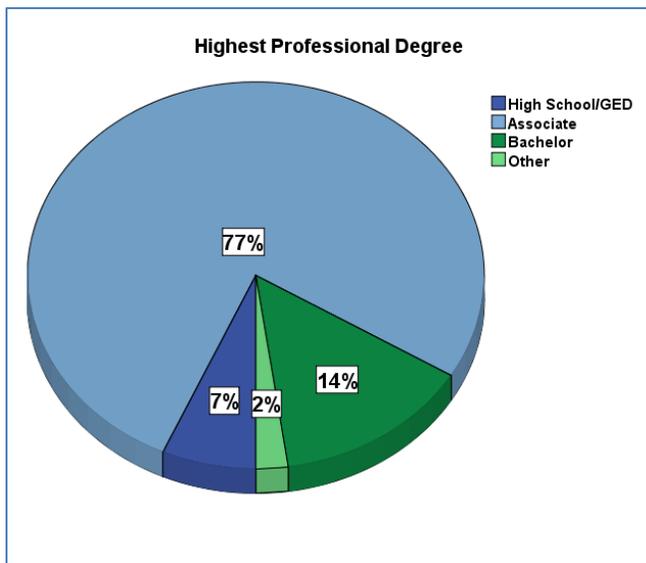
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
High School/GED	77	7%
Associate's Degree	892	77%
Baccalaureate Degree	163	14%
Master's Degree	23	2%
Doctorate	4	0%
Total	1,158	100%

Source: Va. Healthcare Workforce Data Center

21% of FSPs carry educational debt, including 41% of those under the age of 40. For those in debt, their median debt burden is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Associate: 77%

Baccalaureate: 14%

Educational Debt

Carry debt: 21%

Under age 40 w/ debt: 41%

Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All FSPs		FSPs under 40	
	#	%	#	%
None	720	79%	120	59%
Less than \$10,000	51	6%	28	14%
\$10,000-\$19,999	26	3%	16	8%
\$20,000-\$29,999	20	2%	10	5%
\$30,000-\$39,999	19	2%	8	4%
\$40,000-\$49,999	10	1%	4	2%
\$50,000-\$59,999	22	2%	4	2%
\$60,000-\$69,999	13	1%	7	3%
\$70,000-\$79,999	6	1%	2	1%
\$80,000-\$89,999	4	0%	2	1%
\$90,000-\$99,999	4	0%	0	0%
\$100,000-\$109,999	6	1%	2	1%
\$110,000-\$119,999	2	0%	2	1%
\$120,000 or more	4	0%	0	0%
Total	907	100%	205	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 87%
 Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 76%
 2 or More Positions: 11%

Weekly Hours:

40 to 49: 50%
 60 or more: 15%
 Less than 30: 9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in a FSP related capacity	1,043	87%
Employed, NOT in a FSP related capacity	108	9%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	0%
Voluntarily unemployed	19	2%
Retired	29	2%
Total	1,205	100%

Source: Va. Healthcare Workforce Data Center

87% of Virginia's FSPs are employed in the profession, and 76% currently have one full-time job. 50% of FSPs currently work between 40 and 49 hours per week, while 15% work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	53	5%
One Part-Time Position	104	9%
Two Part-Time Positions	29	3%
One Full-Time Position	877	76%
One Full-Time Position & One Part-Time Position	53	5%
Two Full-Time Positions	20	2%
More than Two Positions	24	2%
Total	1,160	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	53	5%
1 to 9 hours	41	4%
10 to 19 hours	20	2%
20 to 29 hours	40	4%
30 to 39 hours	56	5%
40 to 49 hours	564	50%
50 to 59 hours	195	17%
60 to 69 hours	100	9%
70 to 79 hours	32	3%
80 or more hours	29	3%
Total	1,130	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	13	2%
Less than 30,000	118	16%
\$30,000-\$39,999	63	9%
\$40,000-\$49,999	124	17%
\$50,000-\$59,999	120	16%
\$60,000-\$69,999	87	12%
\$70,000-\$79,999	83	11%
\$80,000-\$89,999	45	6%
\$90,000-\$99,999	24	3%
\$100,000-\$109,999	22	3%
\$110,000-\$119,999	11	1%
\$120,000 or more	34	5%
Total	743	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	900	79%
Somewhat Satisfied	203	18%
Somewhat Dissatisfied	30	3%
Very Dissatisfied	14	1%
Total	1,146	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$50k-\$60k

Benefits
Health Insurance: 59%
Retirement: 47%

Satisfaction
Satisfied: 96%
Very Satisfied: 79%

Source: Va. Healthcare Workforce Data Center

The typical FSP made between \$50,000 and \$60,000 in the past year. Among FSPs who were compensated at their primary work location with either a salary or an hourly wage, 59% received health insurance and 47% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	678	65%	70%
Health Insurance	571	55%	59%
Paid Sick Leave	522	50%	54%
Retirement	446	43%	47%
Dental Insurance	383	37%	39%
Group Life Insurance	323	31%	36%
Retention Bonus	48	5%	5%
Receive at least one benefit	730	70%	75%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	18	1%
Experience voluntary unemployment?	48	4%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	17	1%
Work two or more positions at the same time?	159	13%
Switch employers or practices?	40	3%
Experienced at least 1	251	20%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's FSPs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.0% over the past year.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	29	3%	33	13%
Less than 6 Months	36	3%	14	6%
6 Months to 1 Year	56	5%	5	2%
1 to 2 Years	102	9%	26	11%
3 to 5 Years	182	17%	51	21%
6 to 10 Years	140	13%	43	17%
More than 10 Years	555	51%	74	30%
Subtotal	1,099	100%	246	100%
Did not have location	53		964	
Item Missing	87		29	
Total	1,239		1,239	

Source: Va. Healthcare Workforce Data Center

64% of FSPs are salaried employees at their primary work location, while 22% of FSPs receive an hour wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 3%
New Location: 10%
Over 2 years: 80%
Over 2 yrs., 2nd location: 68%

Employment Type

Salary/Commission: 64%
Hourly Wage: 22%

Source: Va. Healthcare Workforce Data Center

80% of FSPs have worked at their primary location for at least two years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	501	64%
Hourly Wage	170	22%
Business/ Practice Income	76	10%
By Contract	29	4%
Unpaid	6	1%
Subtotal	782	100%
Did not have location	53	
Item Missing	404	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 3.6% in April 2016 to 3.8% in March 2017. The unemployment rate for March 2017 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	20%
Top 3 Regions:	54%
Lowest Region:	5%

Locations

2 or more (Past Year):	24%
2 or more (Now*):	20%

Source: Va. Healthcare Workforce Data Center

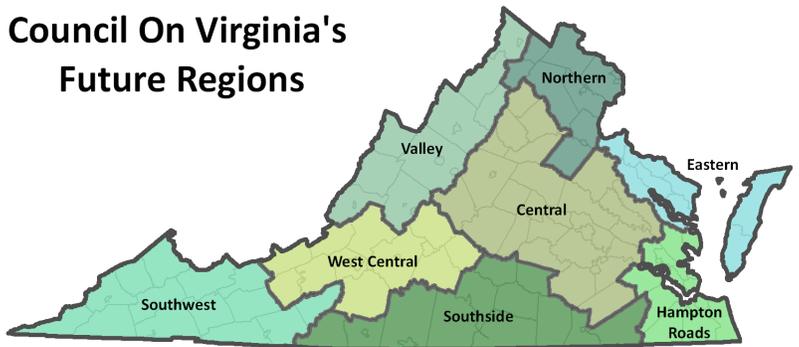
20% of all FSPs work in Hampton Roads, the most of any region in Virginia. Another 17% each work in Central Virginia and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	190	17%	38	15%
Eastern	55	5%	23	9%
Hampton Roads	220	20%	41	16%
Northern	188	17%	29	12%
Southside	107	10%	26	10%
Southwest	98	9%	12	5%
Valley	95	9%	28	11%
West Central	132	12%	35	14%
Virginia Border State/DC	8	1%	4	2%
Other US State	6	1%	14	6%
Outside of the US	0	0%	2	1%
Total	1,099	100%	252	100%
Item Missing	87		22	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



20% of FSPs currently have multiple work locations, while 24% have also had multiple work location during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	23	2%	53	5%
1	828	74%	847	76%
2	163	15%	126	11%
3	83	7%	78	7%
4	11	1%	6	1%
5	6	1%	6	1%
6 or More	9	1%	7	1%
Total	1,123	100%	1,123	100%

*At the time of survey completion, March 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	930	95%	203	92%
Non-profit	10	1%	6	3%
State/local government	31	3%	6	3%
Veterans Administration	4	0%	0	0%
U.S. Military	4	0%	2	1%
Other Federal Government	5	1%	3	1%
Total	984	100%	220	100%
Did not have location	53		964	
Item missing	203		55	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

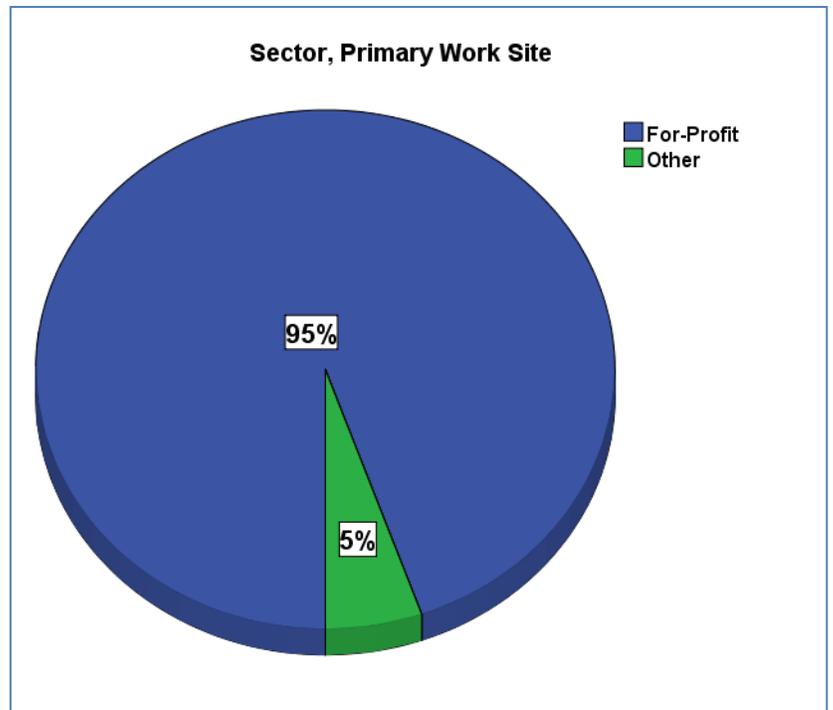
For Profit:	95%
Federal:	1%

Top Establishments

Funeral Establishment:	56%
Funeral Establishment w/ Crematory:	32%

Source: Va. Healthcare Workforce Data Center

95% of all FSPs work in a for-profit establishment, while another 3% work for a state or local government.

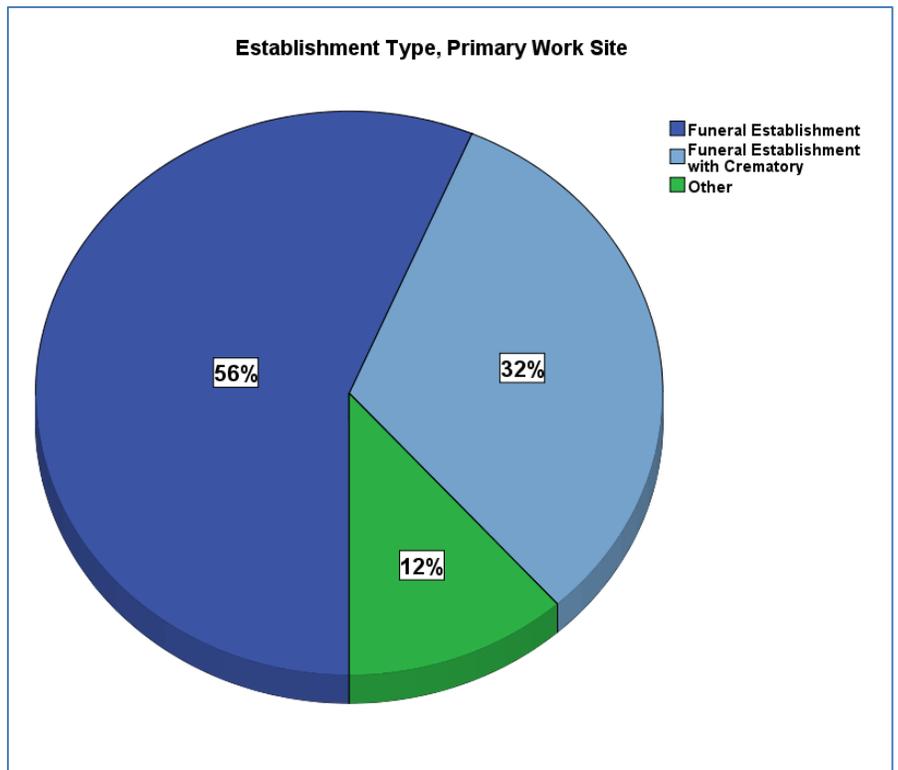


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Funeral Establishment	531	56%	138	67%
Funeral Establishment combined with Crematory	302	32%	27	13%
Funeral Establishment combined with Surface Transport and Removal	10	1%	4	2%
Academic Institution	7	1%	2	1%
Crematory (only)	4	0%	0	0%
Surface Transport and Removal (only)	2	0%	0	0%
Other practice setting	84	9%	35	17%
Total	940	100%	206	100%
Did Not Have a Location	53		964	

56% of FSPs work at a funeral establishment as their primary work location. Another 32% work at practices that combine funeral and crematory services.

Source: Va. Healthcare Workforce Data Center



Among those FSPs who also have a secondary work location, 67% work at establishments that provide only funeral service; another 13% work at establishments that combine funeral and crematory services.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 40%-49%
Administration: 30%-39%

Roles

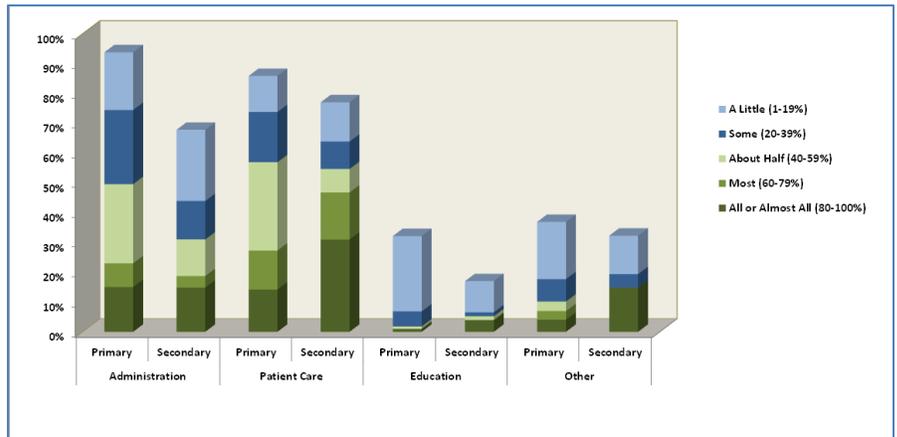
Client Care: 27%
Administrative: 23%
Education: 1%

Client Care FSPs

Median Admin Time: 10%-19%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical FSP spends most of his time attending to clients and doing administrative tasks. In addition, 27% of FSPs fill a client care role, defined as spending 60% or more of their time dealing with clients.

Time Allocation								
Time Spent	Admin.		Client Care		Education		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	15%	15%	14%	31%	1%	4%	4%	15%
Most (60-79%)	8%	4%	13%	16%	0%	0%	3%	0%
About Half (40-59%)	27%	12%	30%	8%	1%	1%	3%	0%
Some (20-39%)	25%	13%	17%	9%	5%	1%	8%	5%
A Little (1-19%)	19%	24%	12%	13%	25%	10%	19%	13%
None (0%)	6%	33%	14%	23%	68%	83%	63%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All FSPs		FSPs over 50	
	#	%	#	%
Under age 50	18	2%	-	-
50 to 54	20	2%	2	0%
55 to 59	20	2%	6	1%
60 to 64	127	15%	46	9%
65 to 69	229	26%	124	26%
70 to 74	163	19%	100	21%
75 to 79	52	6%	35	7%
80 or over	43	5%	32	7%
I do not intend to retire	198	23%	140	29%
Total	871	100%	485	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All FSPs

Under 65: 21%

Under 60: 7%

FSPs 50 and over

Under 65: 11%

Under 60: 2%

Time until Retirement

Within 2 years: 7%

Within 10 years: 22%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

21% of FSPs expect to retire by the age of 65, but only 11% of those FSPs who are age 50 or over expect to retire by the same age. Meanwhile, 52% of all FSPs expect to work until at least age 70, including 23% who do not expect to retire at all.

Within the next two years, 8% of FSPs plan on pursuing additional educational opportunities, while 7% plan on increasing client care hours.

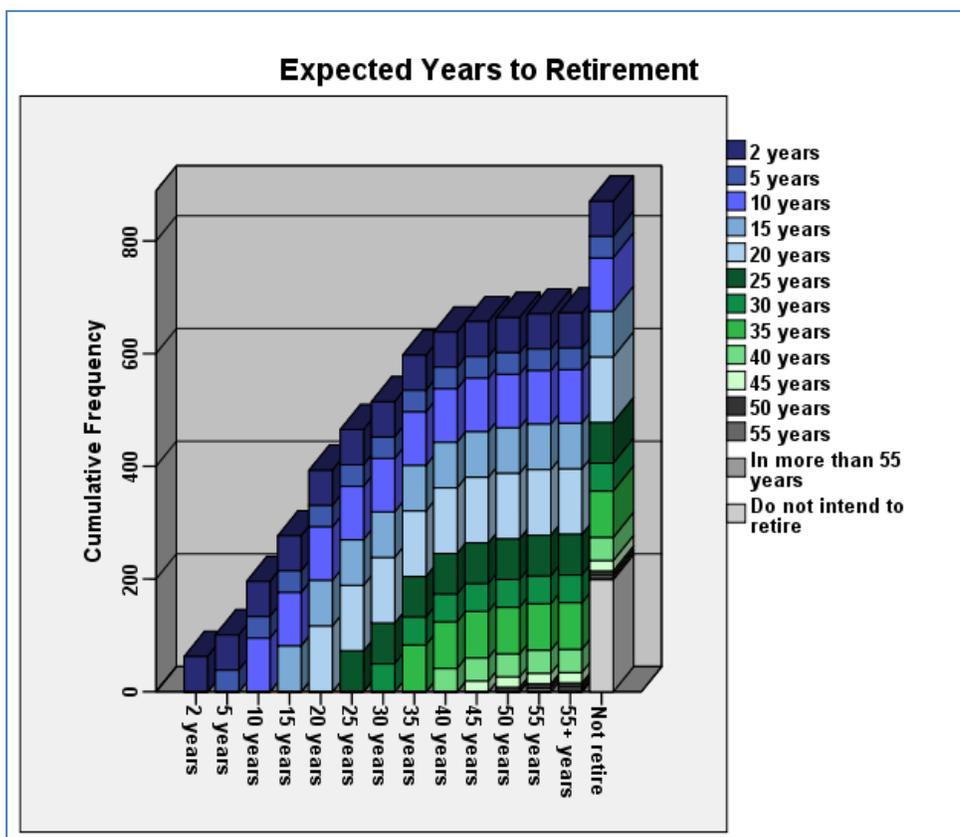
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	24	2%
Leave Virginia	23	2%
Decrease Client Care Hours	114	9%
Decrease Teaching Hours	9	1%
Increase Participation		
Increase Client Care Hours	81	7%
Increase Teaching Hours	23	2%
Pursue Additional Education	99	8%
Return to Virginia's Workforce	5	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for FSPs. 7% of FSPs expect to retire within the next two years, while 22% expect to retire in the next ten years. More than half of the current FSP workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	62	7%	7%
5 years	38	4%	11%
10 years	95	11%	22%
15 years	81	9%	32%
20 years	116	13%	45%
25 years	72	8%	53%
30 years	49	6%	59%
35 years	83	10%	68%
40 years	41	5%	73%
45 years	19	2%	75%
50 years	7	1%	76%
55 years	6	1%	77%
In more than 55 years	2	0%	77%
Do not intend to retire	198	23%	100%
Total	871	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2027. Retirements will peak at 13% of the current workforce around 2037 before declining to under 10% of the current workforce again around 2042.

At a Glance:

FTEs

Total: 1,263
 FTEs/1,000 Residents: 0.151
 Average: 1.06

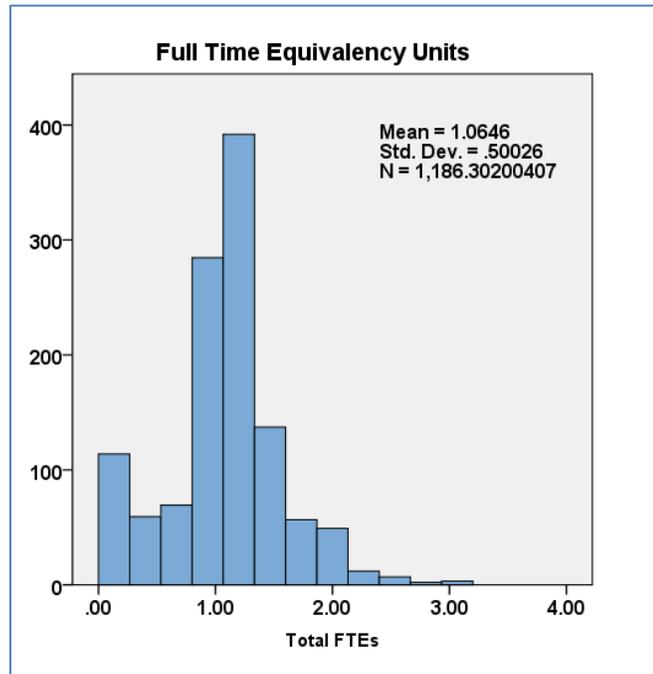
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

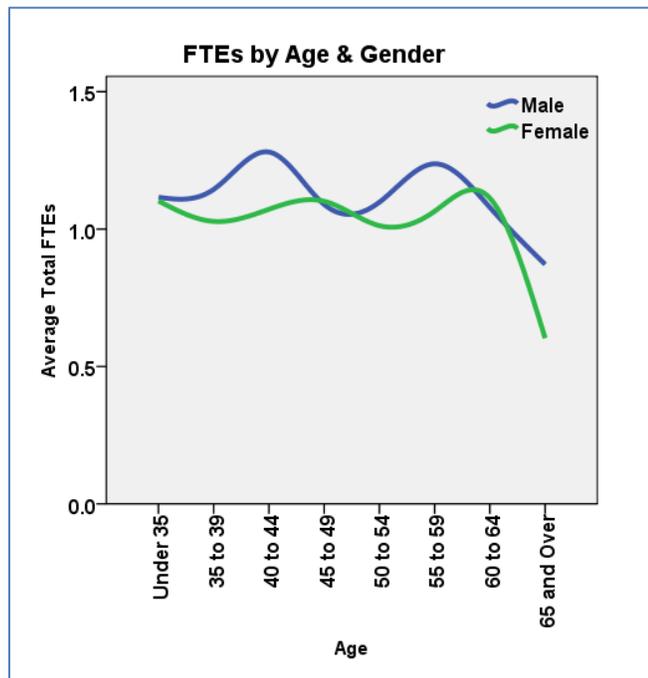


Source: Va. Healthcare Workforce Data Center

The typical (median) FSP provided 1.09 FTEs during the past year or approximately 44 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

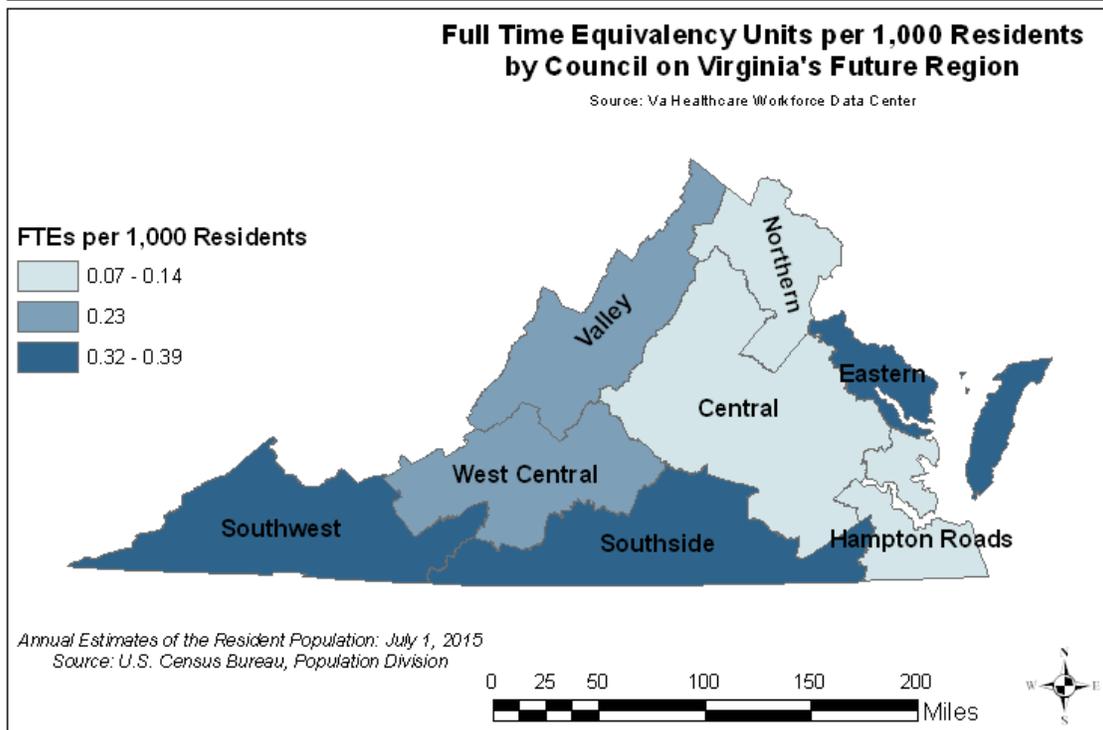
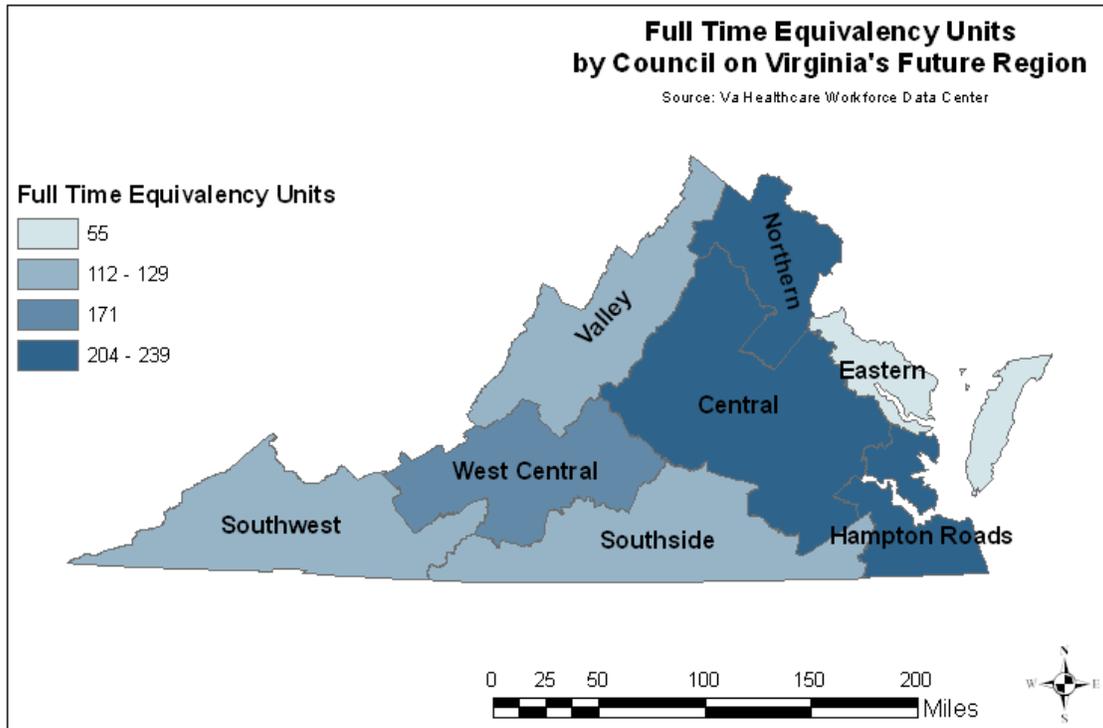
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.10	1.09
30 to 34	1.06	1.09
35 to 39	1.21	1.18
40 to 44	1.10	1.09
45 to 49	1.07	1.09
50 to 54	1.20	1.18
55 to 59	1.09	1.09
60 and Over	0.86	1.01
Gender		
Male	1.08	1.09
Female	1.03	1.09

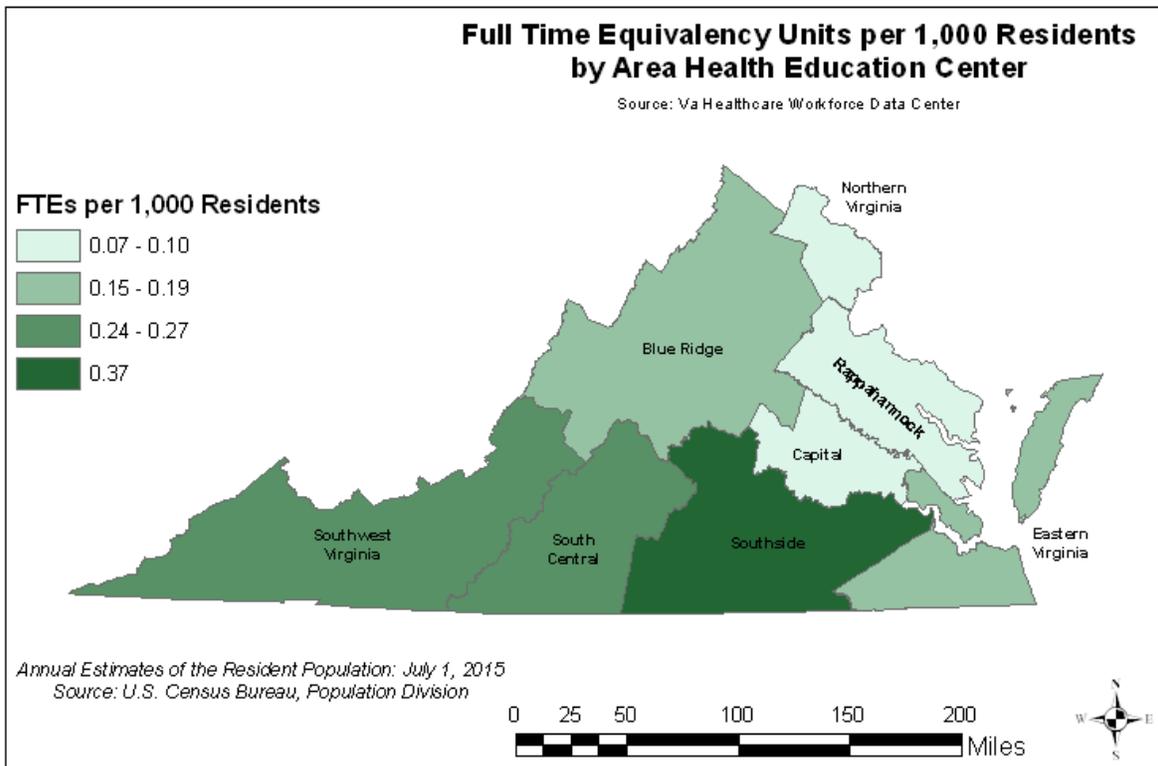
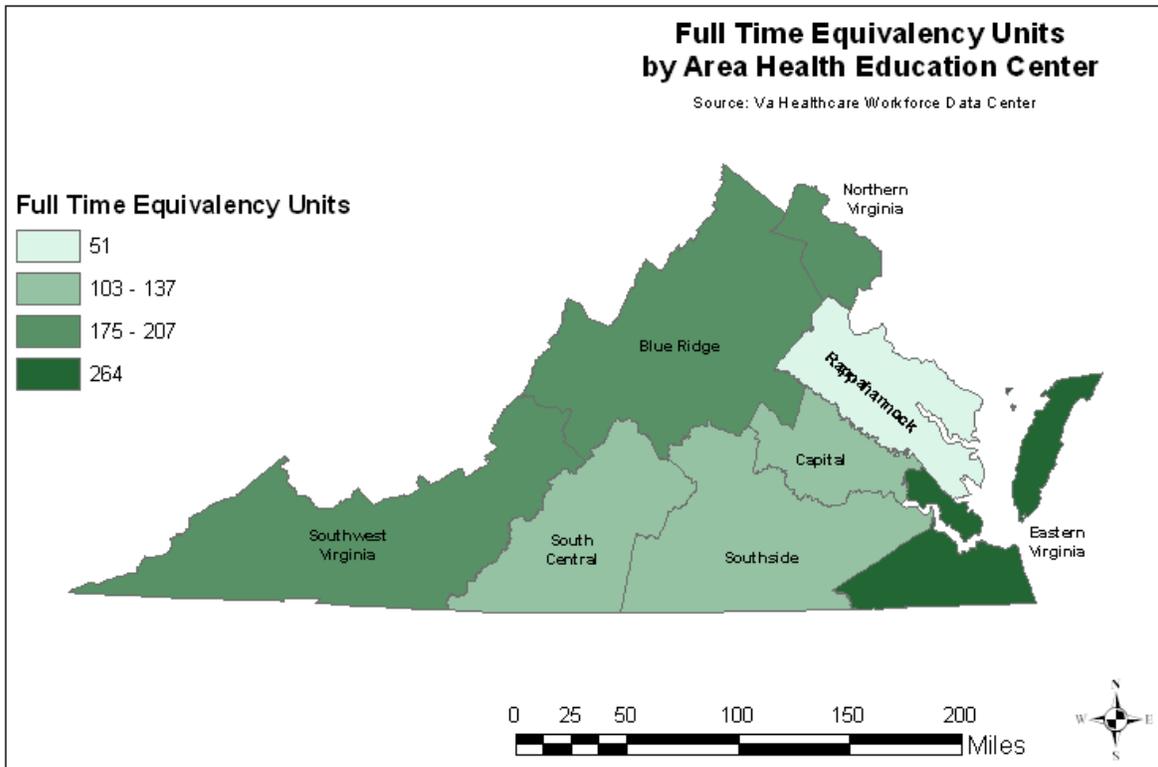
Source: Va. Healthcare Workforce Data Center

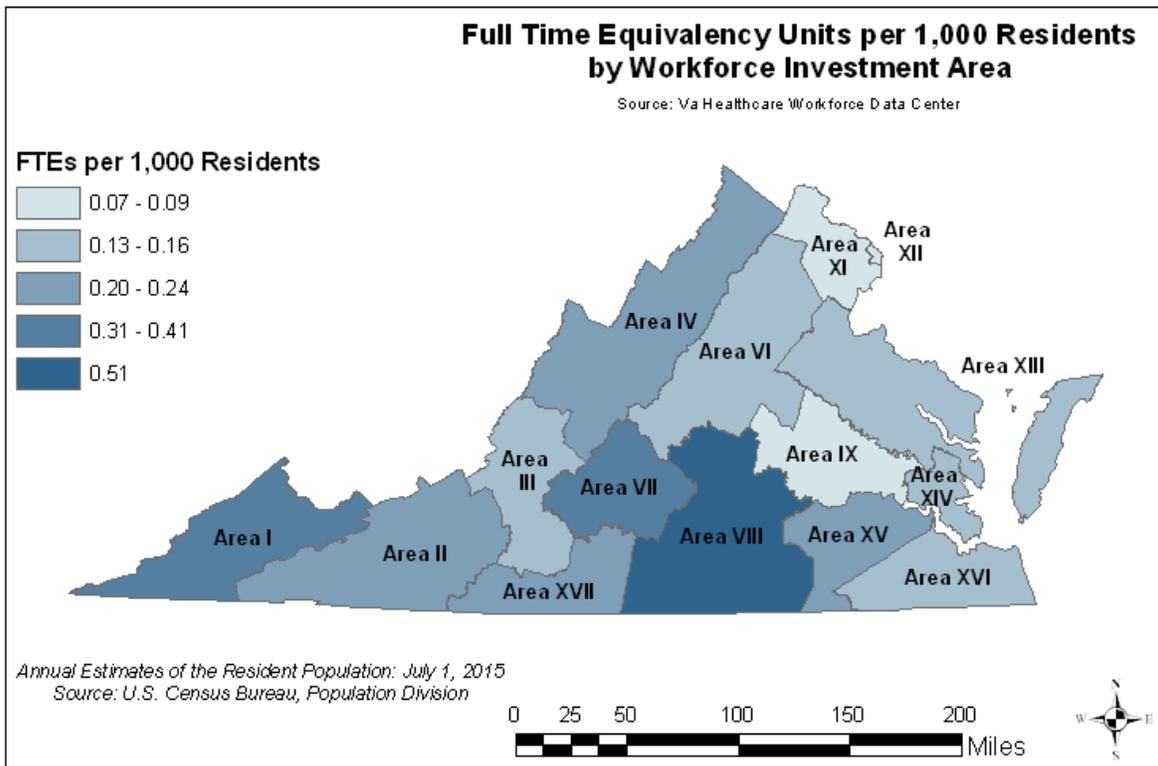
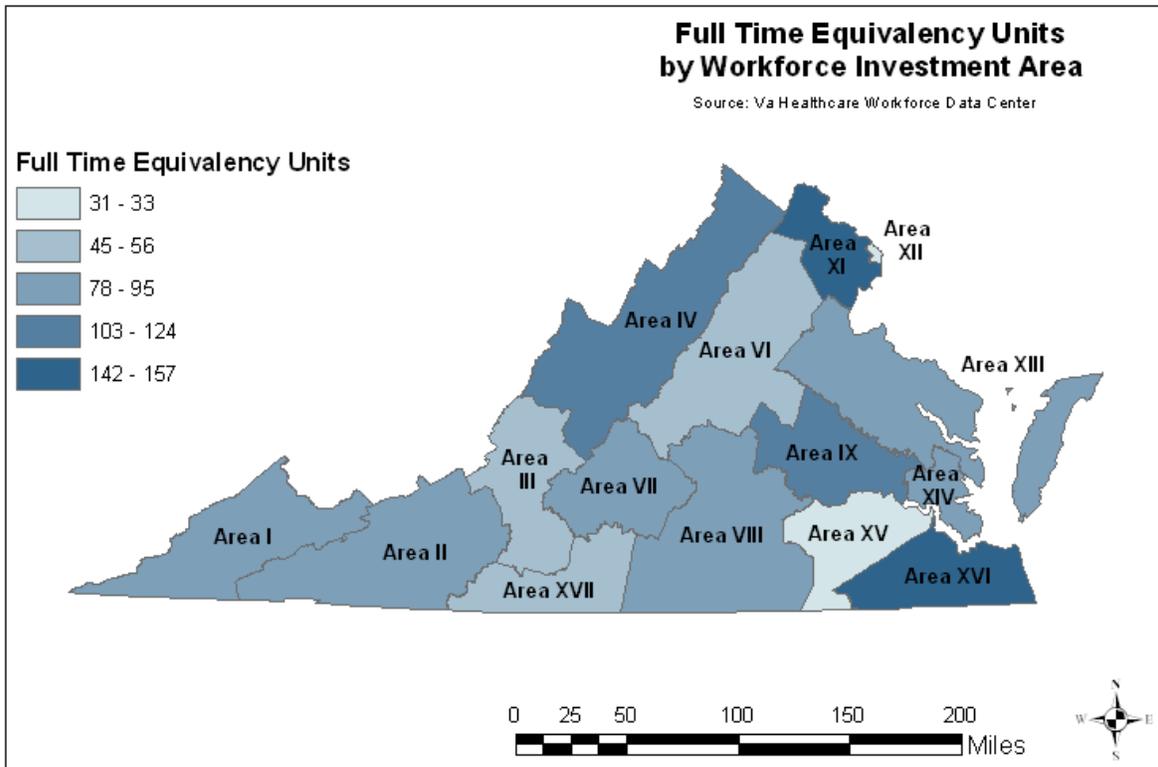


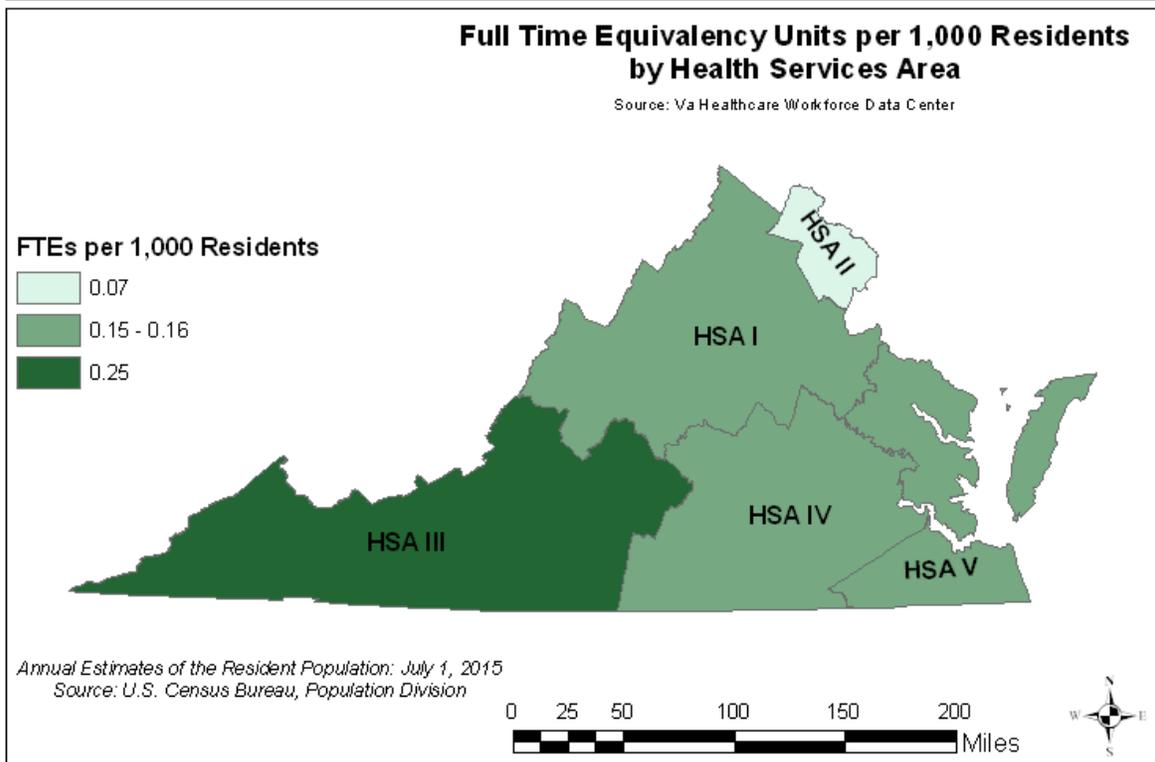
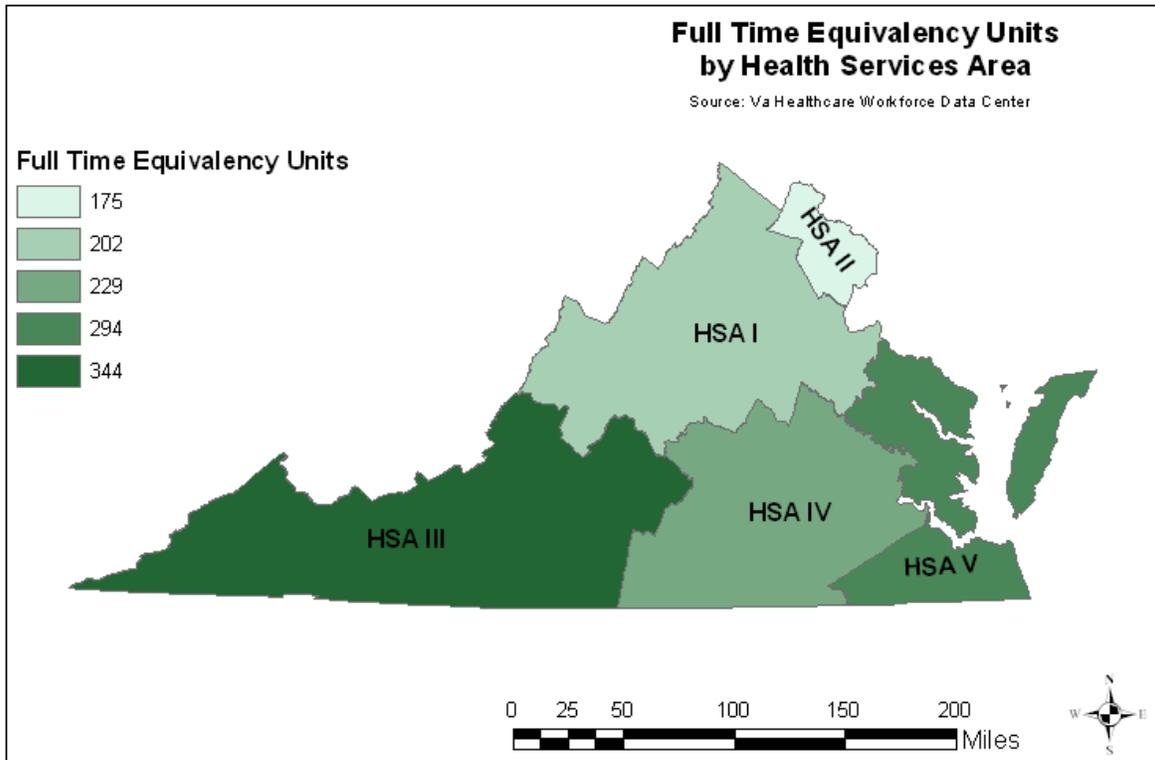
Source: Va. Healthcare Workforce Data Center

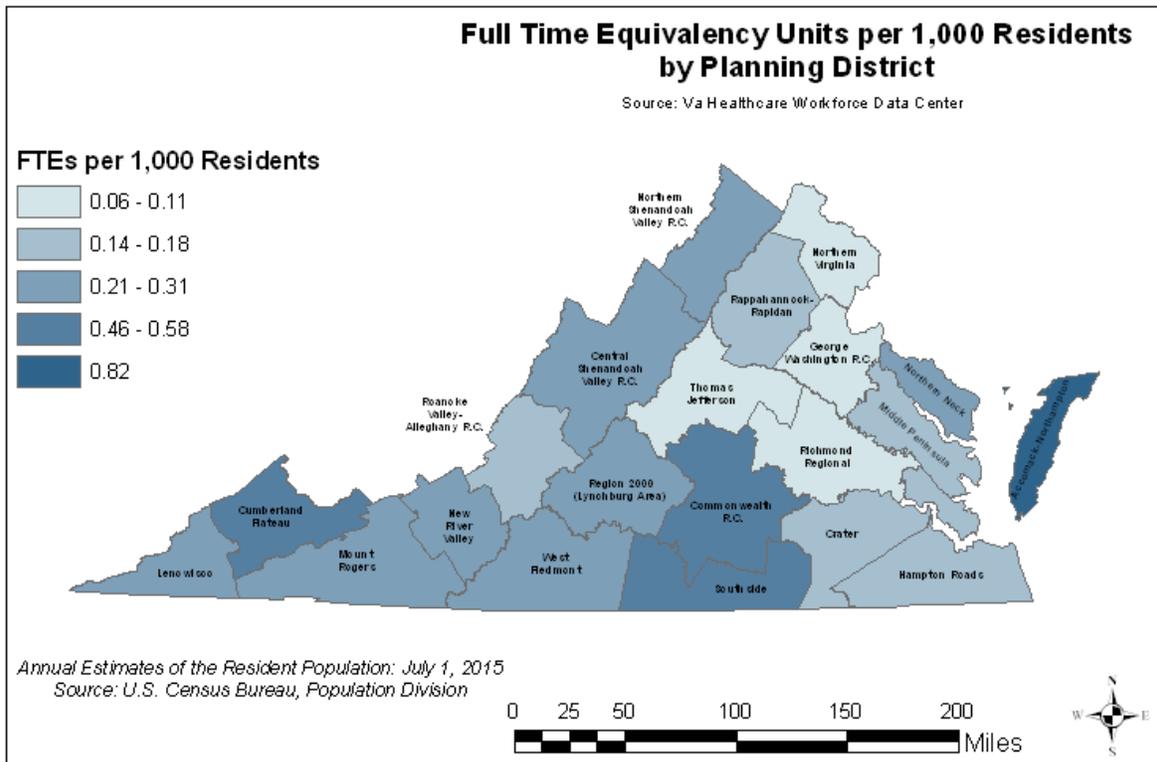
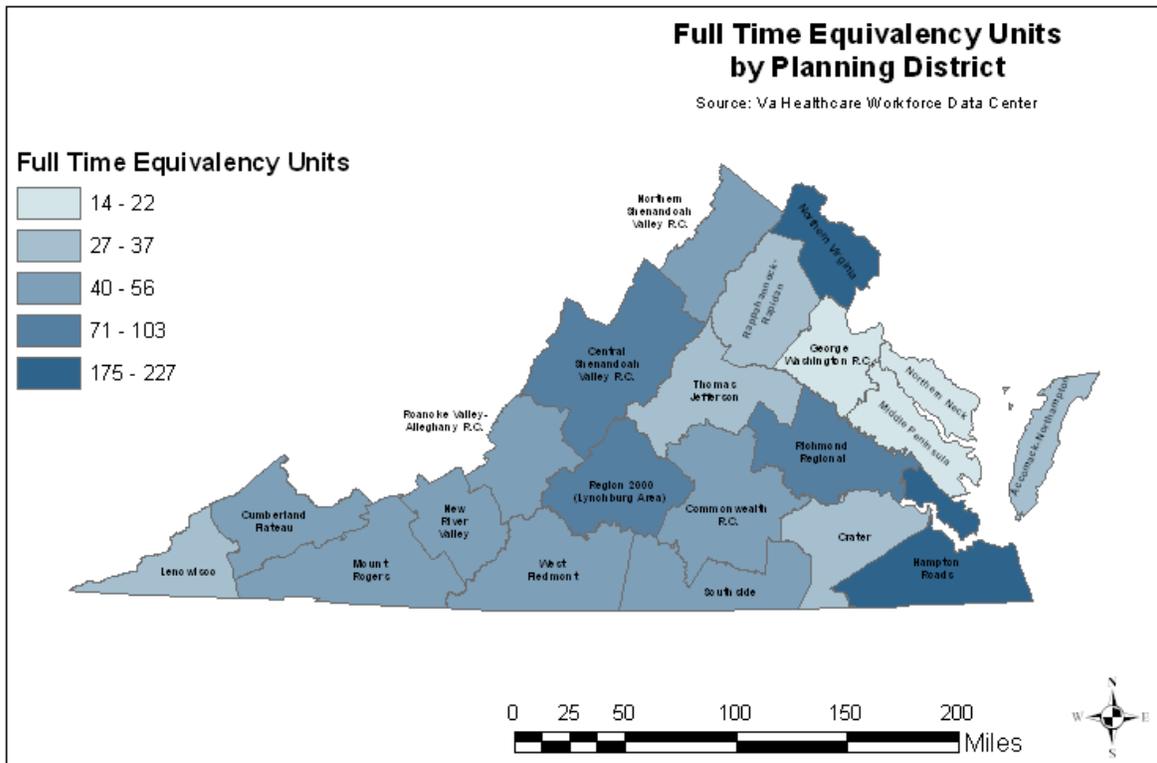
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	677	43.43%	2.302721	1.96311	3.08277
Metro, 250,000 to 1 million	156	59.62%	1.677419	1.43003	2.24565
Metro, 250,000 or less	145	55.17%	1.8125	1.54519	2.42649
Urban pop 20,000+, Metro adj	45	44.44%	2.25	1.97029	3.01219
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	92	47.83%	2.090909	1.78254	2.79921
Urban pop, 2,500-19,999, nonadj	79	44.30%	2.257143	1.92425	3.02176
Rural, Metro adj	56	53.57%	1.866667	1.59136	2.49901
Rural, nonadj	34	58.82%	1.7	1.44928	2.27588
Virginia border state/DC	198	61.62%	1.622951	1.38359	2.17273
Other US State	75	50.67%	1.973684	1.6826	2.64228

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	161	54.04%	1.850575	1.49687	2.12384
30 to 34	130	58.46%	1.710526	1.38359	1.96311
35 to 39	156	46.79%	2.136986	1.72854	2.45254
40 to 44	188	56.91%	1.757009	1.42119	2.01646
45 to 49	191	54.97%	1.819048	1.47137	2.08765
50 to 54	184	52.72%	1.896907	1.53435	2.17701
55 to 59	179	52.51%	1.904255	1.54029	2.18544
60 and Over	368	37.23%	2.686131	2.17273	3.08277

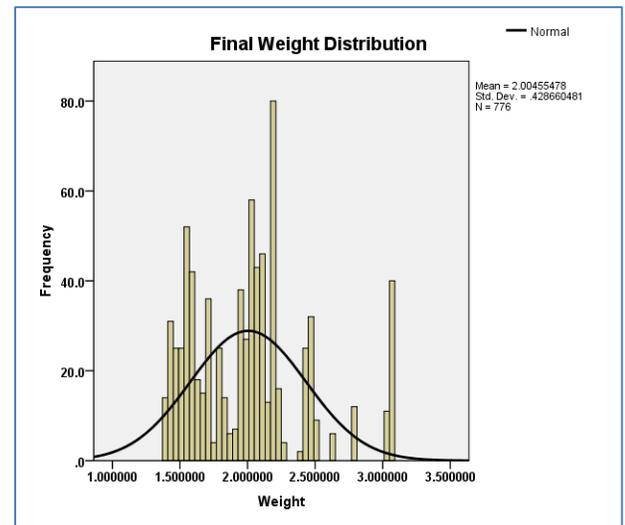
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.498394



Source: Va. Healthcare Workforce Data Center